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RAJEDNRA AGRICULTURAL UNIVERSITY, BIHAR
PUSA (SAMSTIPUR)

NOTIFICATION

The 14th October 2003

No. 1529(Reg.)RAU-183—In exercise of the powers conferred under Section 36(2) of the Bihar Agricultural University Act 1987, the following amendments in Clause 14.1 of Chapter – XVI of the Statutes of Rajendra Agricultural University (adopted *mutatis mutandis*) as approved by the Board of Management in its 59th meeting held on 20th December 2002 and as assented to by the Chancellor and conveyed vide letter no. RAU-06/2001-3152/GS (1), dated 9th October 2003 from the Deputy Secretary to the Governor of Bihar, are hereby published under Section 36 (4) of the Act for general information:-

Career Advance Scheme for promotion of teachers effective from 27th July 1998

1.1(1) Career Advancement

- (a) Minimum length of service for eligibility to move into the grade of Assistant Professor (Senior scale) would be four years for those with Ph.D, five years for those with M.Phil., and six years for others as Assistant Professor and for eligibility to move into the Grade of Assistant Professor (Selection Grade)/ Associate Professor, the minimum length of service as Assistant Professor (Senior scale) shall be uniformly five years.

- (b) For movement into grades of Associate professor and above, the minimum eligibility criteria would be Ph.D. Those teachers without Ph.D. can go up to the level of Assistant Professor (Selection Grade).
- (c) As Associate Professor with a minimum of eight years of service will be eligible for consideration for appointment as a Professor.
- (d) The Selection Committee for Career Advancement shall be the same as those for direct recruitment for each category. In addition one representation of the State Government will be included as a member of committee as contained in item-2(vii) of the Sankalp No. 2976, dated 5th October 2002 issued by the Deptt. of Agriculture, Govt. of Bihar.
- (e) The existing scheme of Career Advancement for non-academic staff namely Assistant Registrar, Asstt. Librarian would continue.

2.0 Eligibility criteria

2.1 Assistant Professor (Senior scale)

An Assistant Professor/ Junior Scientist will be eligible for placement in a senior scale through a procedure of selection, if he/she has:-

- (i) Completed six years of service after regular appointment with relaxation of one and two years respectively, for those with M/Phil. and Ph/D.
- (ii) Participated in one orientation course and one refresher course of approved duration, or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the University grants Commission/ ICAR.
(Those with Ph.D degree would be exempted from one refresher course).
- (iii) Consistently satisfactory performance appraisal reports.

2.2 Assistant Professor/ Junior Scientist (Selection grade)

Assistant Professor/ Junior Scientist in the scale who do not have a Ph.D degree or equivalent published work, and who do not meet the scholarship and research standards, but fulfill the other criteria given above for the post of Associate Professor/ Senior Scientist, and have a good record in teaching and, preferably, have contributed in various ways such as to corporate life of the institution, examination work or through extension activities, will be placed in the Selection Grade, subject to the recommendation of the Selection Committee which is the same as for promotion to the post of Associate Professor. (One representative of State Government will be included in the selection committee as per provision contained in item 2 (vii) of resolution no. 2976 dated 5th October 2002 issued from the Department of Agriculture). They will be designated as Assistant Professor/ Junior Scientist in the Selection Grade. They would offer themselves for fresh assessment after obtaining Ph.D and or fulfilling other requirements for promotion as Associate Professor/ Senior Scientist. If found suitable, could be given the designation of Associate Professor/ Senior Scientist.

2.3 Associate Professor/ Senior Scientist (Promotion)

An Assistant Professor/ Junior Scientist in the Senior Scale will be eligible for promotion to the post of Associate Professor/ Senior Scientist, if he/she has:-

- (i) Assistant Professor (Sr.Scale) with 5 years of service in the senior scale or with a total of 9 years service (with Ph.D.)/ 10 years service (with M.Phil.)/ 11 years service would be eligible for promotion to the post of Assistant Professor (Sel. Grade)/ Associate Professor (Promotion).

- (ii) Made some mark in the areas of scholarship and research as evidenced e.g. self assessment, reports of referees, quality of publications, contribution to educational innovation, design of new courses and curricula and extension activities:
- (iii) After placement in the Senior Scale participated in two refresher courses/ summer institutes of approved duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the University Grants Commission/ ICAR, and,
- (iv) Possesses consistently good performance appraisal reports.

2.4 Promotion to the post of Associate Professor/Senior Scientist (Promotion) will be through a process of Selection by a Selection Committee to be set up under the Statutes Ordinance of the concerned University or other similar Committees set up by the appointing authorities.

2.5 University Professor/ Chief Scientist (Promotion)

In addition to the sanctioned position of Professors, which must be filled in through direct recruitment through all India advertisement, promotions may be made from the post of Associate Professor/ Senior Scientist to that of University Professor/ Chief Scientist (Promotion) after 8 years of service as Associate Professor/ Senior Scientist.

The Selection Committee for promotion to the post of University Professor/ Chief Scientist (Promotion) should be the same as that for direct recruitment. (One representative of the State Government will also be included in the Committee as per provisions contained in item 2 (vii) of the Sankalp no.2976 dated 5th October 2002 issued from the Department of Agriculture, Govt. of Bihar). For the promotion from Associate Professor/ Senior Scientist to University Professor/ Chief Scientist (Promotion), the following method of promotion may be followed:

The candidate should present herself/ himself before the Selection Committee with some of the following:

- (a) Self appraisal report (required)
- (b) Research contribution/ books / articles published
- (c) Any other academic contributions.

The best three written contributions of the teachers (as defines by him/her) may be sent in advance to the experts to review before coming for the selection. The candidate should be asked to submit these in three sets with application.

- (d) Seminars /Conferences attended
- (e) Contribution to teaching/ academic environment/Institutional corporate life
- (f) Extension and field outreach activities.

The requirement of participation in orientation/ refresher courses/ summer institutes, each of at least 3 to 4 weeks duration and consistently satisfactory performance appraisal reports shall be the mandatory requirements for Career Advancement from Assistant Professor/ Junior Scientist (Senior Scale) to Assistant Professor/ Junior Scientist (Selection Grade). Whatever the requirement of orientation/ refresher courses has remained incomplete, the promotion would not be held up, but these must be completed by the year 2002.

The requirement for completing these courses would be as follows:

- (i) For Assistant Professor/ Junior Scientist to Assistant Professor/ Junior Scientist (Senior Scale), one orientation course would be compulsory for University and College teachers. Those without Ph.D would be required to do one refresher course in addition.
- (ii) Two refresher courses for Assistant Professor/ Junior Scientist (Senior scale) to Assistant Professor/ Junior Scientist (Selection Grade).
- (iii) The senior teachers like Associate Professor/ Senior Scientist/ Assistant Professor/ Junior Scientist (Selection Grade) and University Professor/ Chief Scientist may opt to attend two seminars/ Conferences in their subject area and present paper as one aspect of their promotion/ Selection to higher level or attend refresher course to be offered by ASCs for this level.

2.6 If the number of years required in a feeder cadre are less than those stipulated in the Scheme, thus entailing hardship to those who have completed more than the total number of years in their entire service for eligibility in the cadre, may be placed in the next higher cadre after adjusting the total number of years.

This situation is likely to arise as in the earlier scheme, the number of years required in feeder cadre were much more than those envisaged under this scheme.

3.0 Counting of Past service

Previous service without any break as an Assistant Professor/ Junior Scientist or equivalent, in a University, college, national laboratory, or other scientific organizations e.g CSIR, ICAR, UGC, DRDO, ICSSR, ICMR and as a UGC Research Scientist, should be counted for placement of Assistant Professor/ Junior Scientist in Senior Scale/ Selection Grade, provided that:

- (i) The post was in an equivalent grade/ scale of pay as the post of an Assistant Professor/ Junior Scientist.
- (ii) The qualifications for the post were not lower than the qualifications prescribed by the UGC/ICAR for the post of Assistant Professor/ Junior Scientist.
- (iii) The candidates who apply for direct recruitment should apply through proper channel.
- (iv) The concerned Assistant Professor/ Junior Scientist possessed the minimum qualifications prescribed by the UGC/ICAR for appointment as Assistant Professor/ Junior Scientist.
- (v) The post was filled in accordance with the prescribed selection procedure as laid down by the University/ State Government/ Central Government/ Institution's regulation.
- (vi) The appointment was not ad-hoc or in a leave vacancy of less than one year duration. Ad-hoc service of more than one year duration can be counted provided:
 - a. The ad-hoc service was of more than one year duration
 - b. The incumbent was appointed on the recommendation of duly constituted selection committee, and
 - c. The incumbent was selected to the permanent post in continuation to the ad-hoc service, without any break.

4.0 Merit Promotion

Merit promotion Scheme of 1983 which was terminated in 1987 for those who did not opt for it stands abolished. However, Professors who were governed by the old merit promotion scheme of 1987 would be eligible for full scale Professor w.e.f. 1st January 1996. The university can discuss in its academic body on the date of selection, and as per the existing/amended Acts and Statutes of the University.

5.0 Professor of Eminence:

- (i) The proposal relating to Super time scale for Professor of Eminence will be taken up after the scheme in respect of UGC is finalized and implemented.
- (ii) Meritorious teachers who may not have M.Phil. / Ph.D. / M.Tech. but who have made outstanding contributions would be rewarded and recognized as per the scheme to be approved by MHRD/ICAR.

6.0 Redressal of Anomalies

Anomalies arising after implementation of this order/ notification shall be brought to the notice of ICAR which will be considered in consultation with DOP&T/ Deptt. of Expr. Ministry of Finance.

7.0 General conditions

- (i) The incumbent on the post of Assistant Professor/ Junior Scientist promoted as Assistant Professor/ Junior Scientist (Sr.Scale/ Selection Grade)/ Associate Professor/ Senior Scientist (Promotion) and Associate Professor/ Senior Scientist promoted as University Professor/ Chief Scientist (Promotion) shall be deemed to be upgraded with effect from the date of such promotion and shall remain upgraded till the incumbent continues to hold the post, but the same shall be reverted to post of Assistant Professor/ Junior Scientist, Associate Professor/ Senior Scientist as the case may be in the event of incumbent's appointment to a higher post or when the post falls vacant due to his/her retirement, resignation, death or otherwise. Nothing in these Statutes shall construed to have created any vacancy on the post of Assistant Professor/ Junior Scientist and/ or Associate Professor/ Senior Scientist which have been upgraded as that of Assistant Professor/ Junior Scientist (Sr. Scale/ Selection Grade)/ Associate Professor/ Senior Scientist (Promotion)/ University Professor/ Chief Scientist (Promotion).
- (ii) The upgraded post shall be deemed to be substantive post till the promotee hold it, but any temporary vacancy on the post, on account of holding any other post on temporary basis, shall be that of Assistant Professor/ Junior Scientist and /or Associate Professor/ Senior Scientist.
- (iii) An Assistant Professor/ Junior Scientist promoted as Assistant Professor/ Junior Scientist (Sr.Scale/ Selection Grade)/ Associate Professor/ Senior Scientist (Promotion)/ University Professor/ Chief Scientist (Promotion) as the case may be, shall from the date of such promotion, draw his pay in the upgraded scale which shall be equal to the amount of his pay in the lower grade but if his/her pay in the lower grade of scale does not fit in the higher scale, his/her pay in the higher grade shall be fixed at the stage next above the amount of his/her pay in the lower scale. The date of increment in the higher scale/grade shall be the same as that in the lower scale/grade.

- (iv) The seniority of Teachers/ Scientists promoted under these Statutes shall be determined from the date of promotion, but the inter-se-seniority of the Teachers/Scientists promoted on the same date shall be the same as they had in their lower cadre posts.
- (v) In case promotion of an incumbent is not recommended by the University Selection Committee for whatever the reasons may be, may again be considered for promotion after a period of one year has lapsed since his name was last considered. The promotion in such a case shall take effect from the date of recommendation of the University Selection Committee.
- (vi) The University Selection Committee shall consider the cases of promotion at least twice in a year, preferably in the month of June and December every year.

THE CAREER ADVANCEMENT SCHEME FOR PROMOTION OF TEACHERS SHALL BE
EFFECTIVE FROM 27th July 1998.

Repeal and saving:-The Merit Promotion Scheme effective 9th December 1985, Personal Promotion Scheme effective 14th November 1980 as well as Career Advancement Scheme effective 1st January 1986 are hereby repealed.

Notwithstanding such repeal anything done or any action taken in exercise of the powers of this Scheme shall be deemed to have been done or taken in the exercise of powers conferred by or under the scheme as if the scheme were in force on the day on which such thing was done or action taken.

In accordance with the provisions contained in the Sankalp no. 2796 dated 5th October 2002 (para 2 (v) (क, ख, ग), issued from the Govt. of Bihar, the Govt. sponsored promotional scheme shall cease to be operative with effect from 31st December 1995. however, those Teachers/Scientists who have been promoted under Govt. sponsored schemes i.e. Personal Promotion Scheme before 31st December 1995 in this University shall be adjusted in the Career Advancement Scheme effective from 1st January 1986 without referring their cases to competent authority and their pay fixed accordingly.

By order,
Sd./Illegible,
Vice Chancellor.

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